

# Why ERM?



## About ERM

- Founded in 1971
- 160 offices in over 40 countries
- More than 4,500 employees
- More than 550 Partners
- 2016 reported revenue of US \$888 million
- We work closely with over 50% of the Global Fortune 500 companies
- Projects in more than 160 countries
- We have advised on the environmental and social issues of some of the largest and most complex development projects world
- ERM is a global leading provider of environmental, health & safety, and risk and social consultancy



## Steady Growth

ERM has a long track record of consistent growth achieved both organically and through acquisition. We have a phenomenal reputation for delivery and an unmatched history of success in supporting our clients. Our repeated success allows us to be on the forefront of innovation, and to draw and retain marquee clients. Yet we remain nimble and agile enough in our operations to make a real difference with impactful results.



## Our People

Our people are outstanding, and our workplace is energized! ERM recognizes that our ability to attract, develop, retain and reward the very best talent is both the essence of our Global People Strategy and vital to our future. We continuously strive to be the preferred place for environmental and other professionals to build meaningful and rewarding careers. Because of our unique mix of talent, ERM offers clients a complete range of environmental, health, safety, risk and social consulting services throughout all of our practices.

## Performance Based Culture

We are a merit-based company where colleagues are rewarded based on performance. Our success as an organization breeds opportunities for our colleagues.



### ERM Foundation

The ERM Foundation was established to enable ERMers around the world to make a direct contribution to a more sustainable world through providing technical support, volunteering their time, raising and donating funds, and other forms of practical support for environmental initiatives.

### Learning and Development

- ERM offers a Learning Academy platform providing e-learning opportunities and includes clear learning paths tailored to each individual's career.
- The Aspire Program is a 12-month global leadership development program, which develops the foundation skills required to become a future leader at ERM.
- Developing future Partners is critical to ERM's growth and sustainability. ERM offers a Partner-in-Training program to identify and develop those individuals with the potential for meeting the standards expected of a Partner at ERM.

### Great Company Benefits

ERM is a great place to work! Our colleagues are eligible for a number of rewards and recognition programs. We offer our colleagues a casual work environment, work-life balance opportunities, competitive compensation, outstanding benefits and an employee-centered culture.

### Incentives

- Referral Bonuses
- Annual Performance Bonus
- Discretionary Spot Bonus opportunities
- Recognition Programs
- Professional Certification & Renewal incentives

### Benefits

- Paid Holidays, Vacation, Sick Days
- Comprehensive Health Insurance
- 401(k) with generous employer match
- Flexible Spending Accounts
- Short/Long-term Disability Insurance
- Life Insurance
- Employee Assistance Program
- Tuition Assistance



Visit our website for more information

[www.erm.com](http://www.erm.com)

